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EASTERN REGION

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State of Utah

Department of Workforce Services



Eastern Region
Judy Chambley
Regional Director

1680 West Highway 40
Suite 203B
Vernal, UT 84078
(435) 789-7597
(435) 789-7525 fax

Update from the Oil Field in Duchesne County

Workover Rigs at Pool Well Services

2004 has been a very busy year for **Pool Well Services Co.**, a subsidiary of Nabors Industries, and next year looks to be busier. Pool recently ordered 40 new workover rigs, with approximately half of those scheduled for the Rocky Mountain states. The company has its Utah headquarters in Roosevelt, where it provides well completion services for both oil and gas wells, and a variety of services on existing wells.

Pool currently has seven workover rigs in operation in the Uintah Basin and three in Carbon and Emery Counties. A workover rig is a portable rig that can be set up on a well location, provide services to the new or existing well, then move on to another location. A rig typically has 4-5 workers, operates 11 hours per day, 5-6 days per week. A normal workweek for a 'hand' usually exceeds 60 hours. Pool offers a starting wage on its rigs of \$14.50 per hour, and after 90 days, a pay increase and full benefits.

Greg Todd, Area Manager for Pool, reports that activity has really picked up in the past 12 months, as many companies are working to increase their exploration and production. "We see steady activity for the next five years, and even beyond. As long as we can get a good workforce, you will see continued drilling and production in the local area."

Chad Winkler, Operations Superintendent, is particularly enthusiastic about the gas potential. "While gas production in the Gulf Coast states is declining, our production in the Rocky Mountain states is increasing, and when coal bed methane gas reserves are added with natural gas reserves, the region could become the major gas producer in the U.S." Data for year 2001 shows Utah as the 11th highest state in natural gas production.



Greg Todd, left, and Chad Winkler at Pool warehouse in Roosevelt

The local oil and gas industry has similar challenges as the coal industry-lack of skilled and semi-skilled workers. Todd says "It is a pretty competitive situation getting good employees, with most all energy companies working to increase production. We try to get reliable entry-level workers for our rigs, but we experience quite a bit of turnover there. On the other hand, we have really good experienced employees, and do what we must to retain them."

Pool uses the Department of Workforce Services (DWS) in both the Basin and Castle Country. "We have a good working relationship with the Roosevelt Office and have used them for many years. When we recently used the Price Office for our jobs in Carbon and Emery Counties, we got a good response from people looking for work," says Todd. Jeri Uresk, DWS business consultant in the, Roosevelt Office, is pleased by the job opportunities at Pool. "The oil industry is offering great jobs right now. We have had more job openings in the past six months than I can ever remember. And these are jobs with good pay and benefits. Greg is very active in helping us plan our employer seminars, and we work to provide him with good applicants."

UPCOMING EVENTS/SEMINARS

Moab: Brown Bag Series for Employers - Issues covered: HR, Supervisory issues, Customer Service, etc. 12 noon - 1 p.m. Jan. 13, 20, 27, Feb. 10, 17, 24, 2005

Career Fair - Feb. 3, 2005, 9 a.m. - 2:30 p.m. Moab High School
For more information, please contact the Moab Employment Center at 435-719-2600.

Blanding: Customer Service Workshops tentatively scheduled for Feb. and Mar.
Please contact the Blanding Employment Center for more details at 435-678-1400.

Did you know?

Under the **Fair Labor Standards Act (FLSA)** employers may be required to pay for waiting, on-call or travel time. Below is an overview of those areas where employers mistakenly don't compensate where maybe they should:

Waiting Time: Whether waiting time is time worked under the Act depends upon the particular circumstances. Generally, the facts may show that the employee was engaged to wait (which is work time) or the facts may show that the employee was waiting to be engaged (which is not work time). For example, a secretary who reads a book while waiting for dictation or a fireman who plays checkers while waiting for an alarm is working during such periods of inactivity. These employees have been "engaged to wait."

On-Call Time: An employee who is required to remain on-call on the employer's premises is working while "on-call." An employee who is required to remain on-call at home, or who is allowed to leave a message where he/she can be reached, is not working (in most cases). Additional constraints on the employee's freedom could require this time to be compensated.

Rest and Meal Periods: Rest periods of short duration, usually 20 minutes or less, are common in industry (and promote the efficiency of the employee) and are customarily paid for as working time. These short periods must be counted as hours worked. Unauthorized extensions of authorized work breaks need not be counted as hours worked when the employer has expressly and unambiguously communicated to the employee that the authorized break may only last for a specific length of time, that any extension of the break is contrary to the employer's rules, and any extension of the break will be punished. Bona fide meal periods (typically 30 minutes or more) generally need not be compensated as work time. The employee must be completely relieved from duty for the purpose of eating regular meals. The employee is not relieved if he/she is required to perform any duties, whether active or inactive, while eating.

Sleeping Time and Certain Other Activities: An employee who is required to be on duty for less than 24 hours is working even though he/she is permitted to sleep or engage in other personal activities when not busy. An employee required to be on duty for 24 hours or more may agree with the employer to exclude from hours worked bona fide regularly scheduled sleeping periods of not more than 8 hours, provided adequate sleeping facilities are furnished by the employer and the employee can usually enjoy an uninterrupted night's sleep. No reduction is permitted unless at least 5 hours of sleep is taken.

Lectures, Meetings and Training Programs: Attendance at lectures, meetings, training programs and similar activities need not be counted as working time only if four criteria are met, namely: it is outside normal hours, it is voluntary, not job related, and no other work is concurrently performed.

Source: U.S. Department of Labor, Employment Standards Administration Wage and Hour Division, Fact Sheet: #22: Hours Worked Under the Fair Labor Standards Act (FLSA)

Where We've Been and Where We're Going

By – Darin Brush, Deputy Director



In the past few months, I have heard and read dozens of stories about ways we have added value to employers throughout the state. One company, a large retailer that opened several stores this year, estimates we were able to save it more than \$2 million in hiring costs and potential lost revenue if it had not met its deadline for opening. Meanwhile, a new restaurant needed one employee, whom it found with our help, saving the owners just over \$1000. In fact, last year 11,366 employers found workers and saved millions of dollars with the help of the Department of Workforce Services!

With the assistance of our employer advisory boards, we hosted nearly 20 training seminars. Most of these focused on the ever-changing world of employment law, employee relations, and successful supervision. More than 4,500 human resources officers, supervisors, and managers have attended these seminars the last two years. We also sponsored 25 "Better Your Business" workshops around the state the past 24 months, reaching over 1,000 human resource professionals. These classes focus on resources and solutions that can be had from state agencies, community organizations, and other workforce partners.

There is so much more! And, as the economy continues to gain traction, we have high expectations for 2005. Watch as we optimize the jobs.utah.gov web site to help you find qualified employees faster and easier from the largest and freshest database of job seekers in Utah. Keep an eye out for more real-time economic information to help you plan, grow, and succeed. Continue to expect great service from your partner, the Department of Workforce Services.

Thank you for the opportunity to serve you. Best wishes for 2005!

jobs.utah.gov – Solutions at the Speed of Business!

At DWS we are constantly finding new ways to present desktop solutions to the everyday employment issues for today's business. **Jobs.utah.gov** for Employers is designed to give you 24/7 access to services and solutions at your fingertips on your schedule, not ours. Here is a brief description of just some of the information and services available:

Search for Employees: This service gives you 24/7 access to our Utah talent pool of over 135,000 applicants. By entering the qualifications you require for an applicant, you will be able to review electronically applicants that match your needs—right at your desktop—any time you choose. You can even login directly from our front page. This system is currently being upgraded to make your employee search faster and easier!

Report Quarterly UI Taxes: Register, report and pay your UI taxes on-line, not in-line!

Seminars/Workshops: Find out the topics, location and time of our latest workshops and seminars designed to keep our business clients on top of the business solutions of the day!

New Hire Registry: Find out information, register and report New Hires for your business right on-line!

Recruitment Services: Find out how DWS Business Consultants can design recruiting solutions specifically for your business needs!

Economic Solutions: Access the latest economic and labor market information nationally, statewide or locally to assist you in managing your business!

Business.utah.gov: Access an aggregation of Utah business solutions from Starting to Maintaining to Moving to Downsizing your business all in one place!

File an Appeal: Understand the Unemployment Appeals Process and file an Appeal right online!

Resource Center: Haven't seen what you need? Look in our Resource Center to find a listing of services, links and assist you in solving a myriad of business situations!

Pre-Layoff Services: Did you know that DWS can assist you in preparing for and providing assistance to you and potential workers you may have to lay-off? Find out how here!

Find Economic Data: The Utah Economic Data Viewer gives you powerful Utah and national economic data on your desktop in an easy to use format. No longer do you have to sift through thick publications of data to find just what YOU need. If more precise information is needed you can link right to a labor economist for your area that will be happy to assist you!

Unemployment Tax Information: Confused about UI taxes and laws? Have your questions answered at this complete and informative site designed to eliminate the mystery!

We are committed to providing electronic solutions to assist you and your business to navigate through today's business environment. We will continue to add information and services! If you know of information or services that we may want to add to our site, simply contact your DWS Business Consultant. Thank you for trusting DWS for your business solutions!

On-line Recruitment System Enhanced

In the fall of 2002, DWS launched an on-line recruitment system to assist job seekers and Utah employers. Since the launch we have worked diligently to upgrade the system to better meet the needs of users. The job seeker side has received on-going enhancements as a result of feedback received through the on-line chat service, which was included in the launch of the product.

In February 2005, DWS will unveil the enhanced features to the employer side of the system. The redesign was a joint effort between DWS Information Technology staff and business users. Some of the new features include: 1) a condensed entry

form (from 8 pages to 1); 2) a 'behind the scenes' search engine, which allows employers to enter their job title thus populating a selection of titles to choose from; and 3) a seeker summary searching feature which allows employers to find candidates matching their job criteria from a single screen!

If you haven't yet tried this on-line system, and you have a job opening to fill, login today at <http://jobs.utah.gov/employer/emservices.asp> and start filling those vacancies! For questions about the **jobs.utah.gov** recruitment system, contact Robert Wade, at rwade@utah.gov.

Utah Department of Workforce Services

Executive Director's Office

P.O. Box 143100

Salt Lake City, UT 84114-3100

*Return Service Requested*Presorted
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Permit #4621**Economic Information****Contact Numbers*****Varied Economic Conditions in Eastern Region***

Economic conditions in the Department of Workforce Service's Eastern Region are as varied as the landscape. In the Uintah Basin, a revitalized mining industry has provided the impetus for increased employment throughout the local economy – thanks in major part to expanded natural gas exploration. Second quarter county job growth numbers for the Basin were impressive: Uintah County up 5.2 percent, Duchesne County up 6.6 percent, and Daggett County up 6.6 percent.

Conditions in the state's southeastern counties were more subdued, as a slow-to-recover tourism industry and a declining coal mining industry both contributed to the lower level of economic activity. Employment levels in these counties fluctuated in the second quarter: Carbon County down 1.5 percent, San Juan County up 1.8 percent, Grand County down 2.4 percent, and Emery County up 5.0 percent. (Due to a boundary change between Grand and Emery counties, the employment numbers in 2004 for both counties will be misleading.)

For more information about the county economies of the Eastern Region, contact your regional economist, Michael Hanni (801-526-9403) or check out our web site: <http://jobs.utah.gov/wi/Regions/County.asp>

Blanding	(435) 678-1400
Emery County	(435) 381-6100
Moab	(435) 719-2600
Monticello	(435) 587-2016
Price	(435) 636-2300
Roosevelt	(435) 722-6500
Vernal	(435) 781-4100